



JUSTICE, EQUITY, DIVERSITY, AND INCLUSION CHARTER

PURPOSE

To advance and ensure justice, equity, diversity and inclusion within TGTHR and its communities.

WHY

At TGTHR, we are committed to existing as a community and organization that supports all to thrive and prosper. We celebrate and value human differences and believe there is strength in diversity. We also recognize the harm, violence, inequity and repression individuals and communities experience as a result of institutional and historical systems of white supremacy, racism, and oppression based on gender, sex, sexual orientation, socioeconomic status, race, ethnicity, language, nationality, religion, ability, age, body size, and other marginalized identities.

The J.E.D.I. Committee understands that wellness, safety and prosperity cannot exist for individuals or communities without actively dismantling oppressive structures within our organization. As a J.E.D.I. Committee, we are committed to igniting and implementing lasting, structural change within TGTHR to ensure a diverse, equitable, just and inclusive organization and community.

ROLES AND RESPONSIBILITIES

- The J.E.D.I. Committee will support, guide and monitor TGTHR's key strategic efforts related to advancing diversity, equity, and inclusion goals, including but not limited to oversight and implementation of ongoing anti-racist and anti-oppression educational programming.
- The J.E.D.I. committee will collaborate with TGTHR staff, board, volunteers, and program participants to enhance diversity, eliminate negative impacts of social biases within the TGTHR community environment, address barriers to equity and inclusion, and provide balance in its overall diversity and leadership.
- The J.E.D.I. Committee will hold TGTHR accountable for providing sustained resources to meet all J.E.D.I. goals - including expertise, policies and best practices, advocacy, training, data, collaboration, and funding.

COMMITTEE STRUCTURE

- Committee will consist of a maximum of 12 people with at least: five staff members (the goal is to have representation from each program), three board members, and two program participants/young people.
- Committee will designate subcommittees and coordinating members to organize committee meetings and follow through on action steps.
- Committee will be facilitated by Point b(e) Equity Consultants for the first year of meetings.

COMMITTEE PARTICIPATION

- Members commit to a one year term on the J.E.D.I. Committee.
- Members will attend and constructively engage in a minimum of 8 out of 10 scheduled committee meetings per year, and a minimum of one 1.5 hour meeting per month.
- Members will actively engage in assignments outside of the meetings - approximately four hours monthly.
- Members commit to making Justice, Equity, Diversity, and Inclusion a daily practice in their personal and professional lives.



Adopted on April 12th, 2021 by TGTHR's J.E.D.I. Committee:

- Julia Nass, Staff (Chase House)
- Tamora Tanniehill, Staff (Chase House)
- Cidnee Ray, Staff (1440 Pine)
- Fiona Bartell, Staff (Admin)
- Elly Johnson, Staff (Admin)
- Ema Lyman, Board Member
- Stuart Lord, Board Member
- Etan Weiss, Board Member

OUR GOAL IS TO END YOUTH HOMELESSNESS WITHIN OUR LIFETIME.

THE TIME IS NOW.

THE CAUSE IS JUST.

AND THE DIFFERENCE WE CAN MAKE IS REAL.



**This charter is intended to be a living document and may be further developed as it is regularly reviewed.*